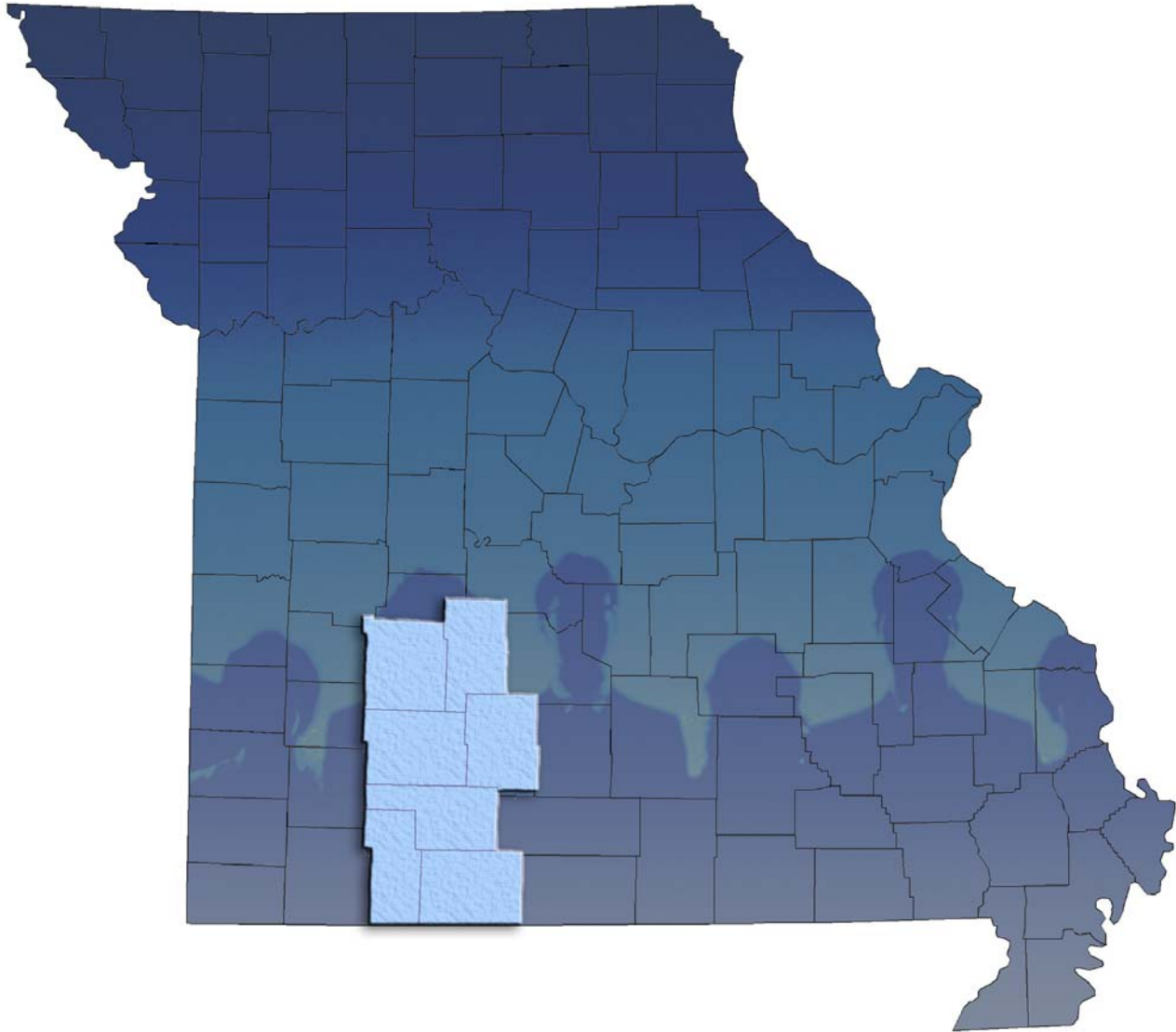


# Missouri

## Workforce Gap Analysis: Needs Assessment

Value Added Research With Customer Focus!



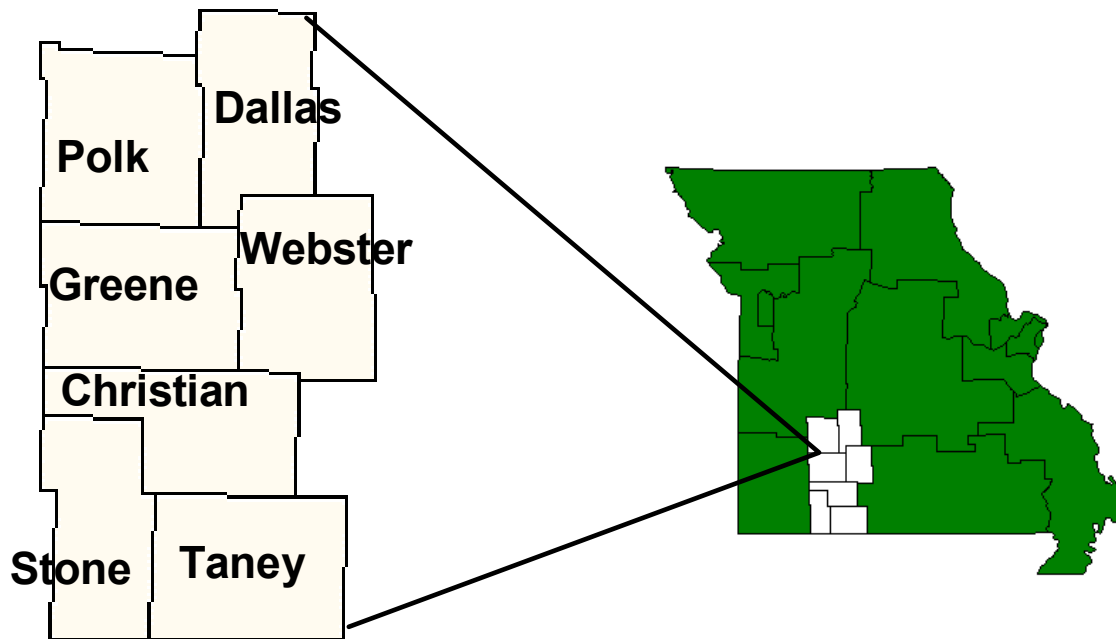
### Ozark Workforce Investment Area

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65102  
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MISSOURI DEPARTMENT OF ECONOMIC DEVELOPMENT  
**MERIC**   
MISSOURI ECONOMIC RESEARCH & INFORMATION CENTER



## *The Ozark WIA Region*



The Ozark Workforce Investment Area (WIA) consists of seven counties in southwest Missouri. The area includes the Springfield Metropolitan Statistical Area (Greene, Christian, Webster, Dallas, and Polk Counties), which is the third largest MSA in the state. The Branson Micropolitan Statistical Area (Stone and Taney Counties) is also in the region.

The Ozark WIA accounts for about 8% of the state's workforce and is a center for educational and recreational opportunities. Southwest Missouri State University, Drury University, Southwest Baptist University, and College of the Ozarks are all located in the region. The area surrounding the city of Branson is a nationally known entertainment and recreational site.

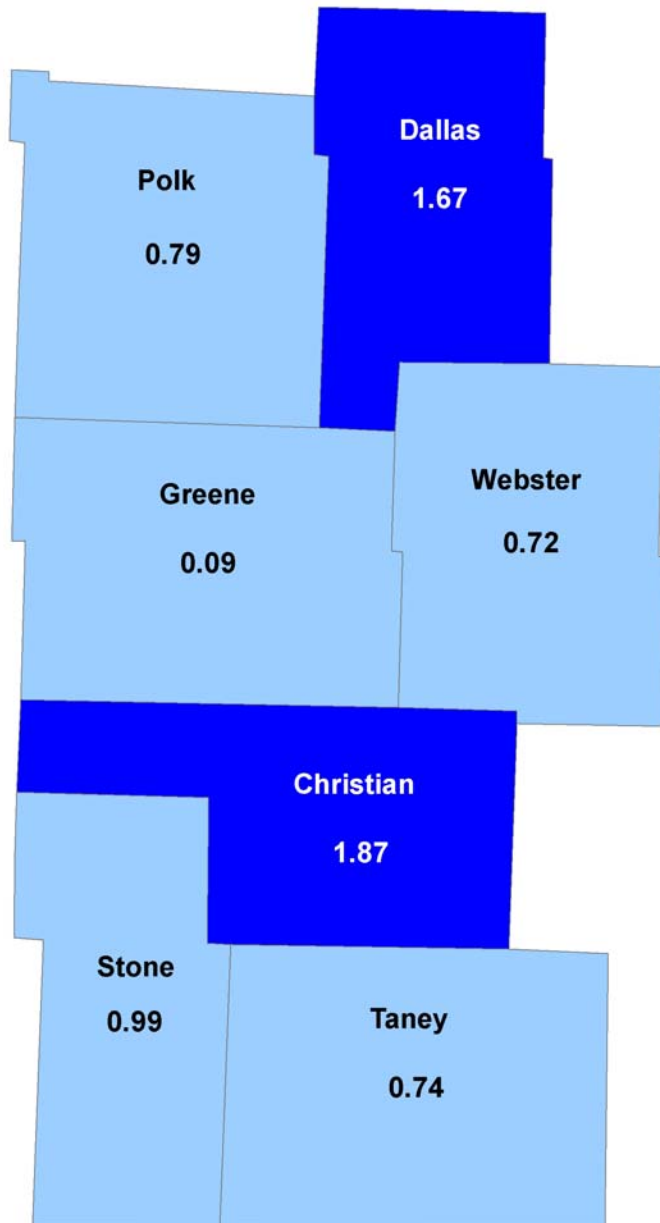
*The Workforce Gap Analysis Needs Assessment for the Ozark WIA shows that:*

- All of the seven counties in the Ozark WIA have above average economic momentum.
- No county in the Ozark WIA had higher unemployment rates than either the state (5.8%) or national rate (5.7%) in July of 2004.
- Poverty was slightly higher in the Ozark WIA (12.43%) than the Missouri average (11.74%) in 2000. Poverty is not particularly pervasive in the region.
- The percentage of Ozark region workers earning a salary meeting the self-sufficiency standard is 76.28% for an adult with an infant, 46.01% for an adult with two children, 26.66% for two adults with two infants, and 14.78% for two adults with three children.
- The largest employing industries in the Ozark WIA include: the retail, state/local government, food services, and administrative support. The fastest growing industries in the region include: Internet services/data processing, social assistance, and rental/leasing services. The highest paying industries in the Ozark WIA include: federal civilian; beverage/tobacco product, and chemical manufacturing.
- Occupations with the largest number of annual openings include: retail sales workers, cashiers, and food preparation/serving workers. These occupations have many openings each year, but pay less than \$15,000/year. The exception is registered nurses, which pay above average wages of \$28,000/year and require at a minimum an Associates Degree.
- Ozark workers laid off due to lack of work seem to fluctuate but also increasingly gain close to their pre-layoff wage over a time period of six quarters. Ozark workers laid off due to quitting or being fired however seem increasingly able to earn at least 90% of their pre-layoff earnings.
- Top new businesses formed in the Ozark region were in the retail trade, construction, and accommodation/food services sectors.
- A significant number of workers in Dallas and Stone counties have an average 34 to 48 minute commute to work, indicating that those workers are most likely driving outside their respective counties for work.
- The Educational Services sector has over 18% of its workforce over the age of 55. This means that in ten years this sector may potentially have problems finding enough qualified workers when their older workers retire. Meanwhile, many young workers find their first job opportunities in the accommodation and food services sector.

Regional Profile Introduction .....	1
Regional Profile .....	2
Regional Economic Momentum .....	4
Regional Unemployment .....	5
Regional Poverty .....	6
Regional Self-Sufficiency Wages.....	7
Regional Industry Overview.....	8
Top Employing Industries .....	8
Top Employers in Region .....	8
Top Growing Industries .....	9
Top Paying Industries.....	9
Regional Occupational Overview .....	10
Top Openings by Occupation.....	10
Top Growing Occupations .....	11
Educational Overview.....	12
Competitive Industries.....	13
Regional Target Industries.....	14
Regional Critical & In-Danger Occupations.....	15
Regional Re-employment.....	16
New Business Formations.....	17
Regional Commuting Patterns.....	18
Commute Time to Work.....	18
Commuting Workers in Region.....	19
Local Employment Dynamics.....	20
Composition of the Workforce by Age & Gender.....	20
Industries with Significantly Old & Young Workforces.....	21

## *What is Economic Momentum?*

The Economic Momentum of an area is based on growth in employment, population, and income. An index score of “0” means that the county grew at the same rate as the state. The index thereby indicates areas of strong and weak economic momentum.

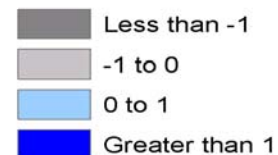


## *Counties with Notable Economic Momentum*

- Within the Ozark region, all counties have more economic momentum than the state average.
- Christian County had the highest Momentum Index score of 1.87 when compared to the rest of the region.

Source: MERIC, U.S. Bureau of Labor Statistics, U.S. Census Bureau, & U.S. Bureau of Economic Analysis

## **Economic Momentum**



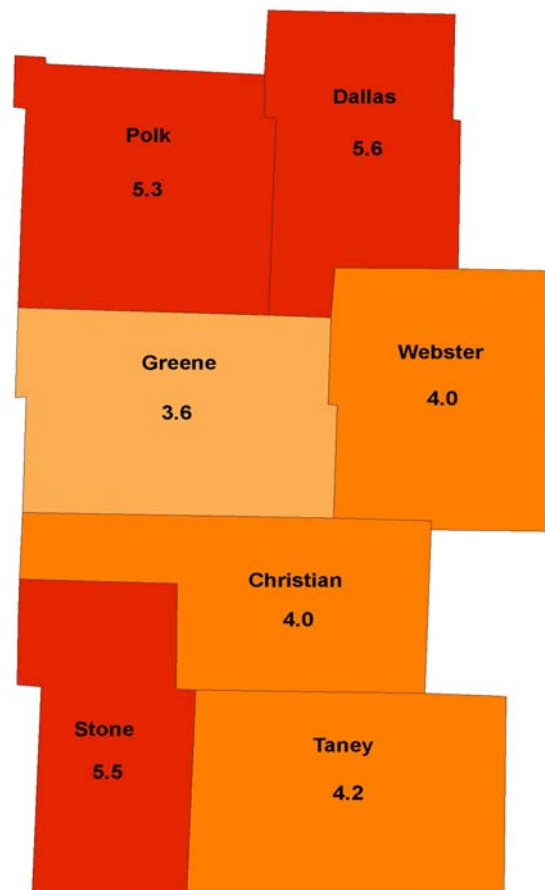
## Workers Without Jobs

The unemployed population is defined as those who are over the age of 16 who were not working and were available for work. The unemployment rate is measured by calculating the number of unemployed persons as a percentage of the total labor force.

### Percent of Population that is Unemployed

- The July 2004 unemployment rate for Missouri was 5.8%. The national unemployment rate was 5.7% for July 2004.
- Of all the Ozark WIA counties, no county had higher unemployment rates than both the state and national averages.
- Across the region, unemployment rates decreased from July 2003-2004. Dallas County had the largest decrease in unemployment.

Source: MERIC, with U.S. Bureau of Labor Statistics



#### Unemployment Rate



Area	Jul-04				Jul-03
	Labor Force	Employment	Unemployment	Rate	Rate
Christian	32,931	31,625	1,306	4.00%	4.50%
Dallas	7,121	6,721	400	5.60%	7.30%
Greene	135,722	130,873	4,849	3.60%	4.00%
Polk	13,069	12,377	692	5.30%	6.60%
Stone	15,168	14,331	837	5.50%	6.00%
Taney	35,677	34,191	1,486	4.20%	4.20%
Webster	15,845	15,209	636	4.00%	4.70%



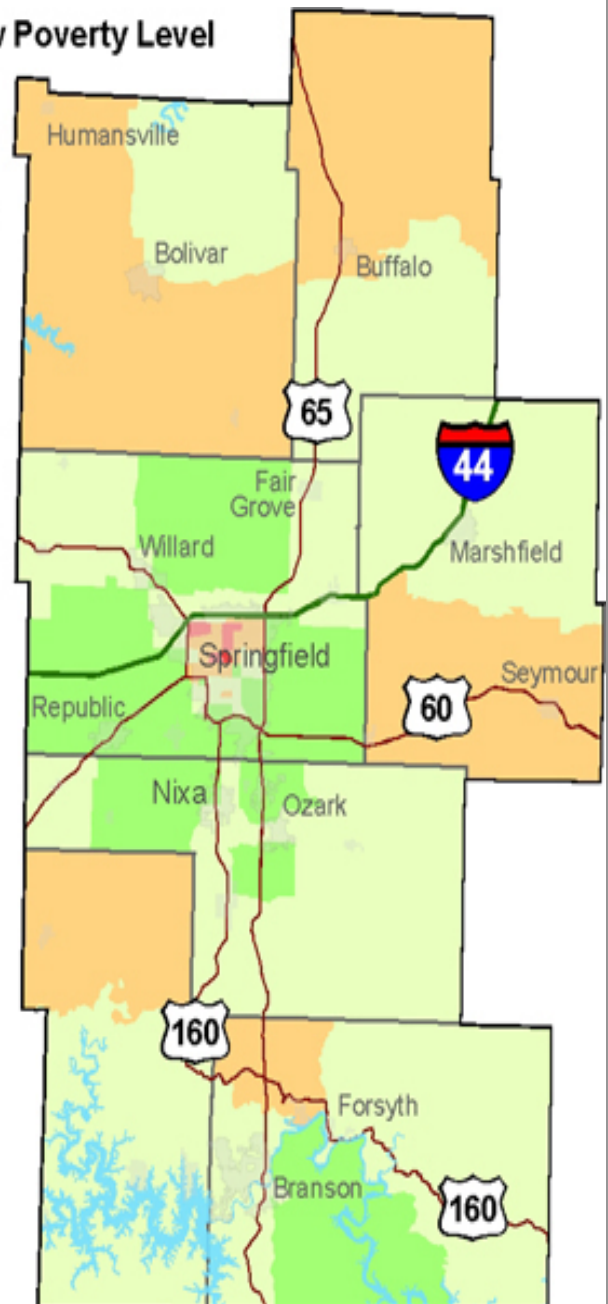
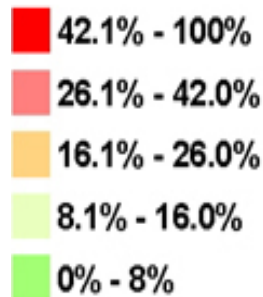
# Regional Poverty

Department of  
Economic Development

The poverty rate for a region is measured by the percentage of adults considered to be in poverty. The standards for poverty are set by the Federal government.

This mapping data is based on block-group level estimates from the census long form, which an average of 1 out of 6 households received. The maps should be used to reveal demographic patterns, not pinpoint exact block group values.

## Individuals Below Poverty Level



## Percent of Population in Poverty

- The percentage of the total Ozark WIA region population that was categorized as being in a state of poverty was 12.43% in 2000.
- The overall Missouri poverty rate for the same time period was 11.74%, slightly lower than the rate for the Ozark WIA region.

## What do these numbers mean?

- A small number of individuals in the Ozark WIA region may have lower wages and annual incomes than other regions in Missouri.
- Poverty is not particularly pervasive in the region.

Source: MERIC, using U.S. Census Data



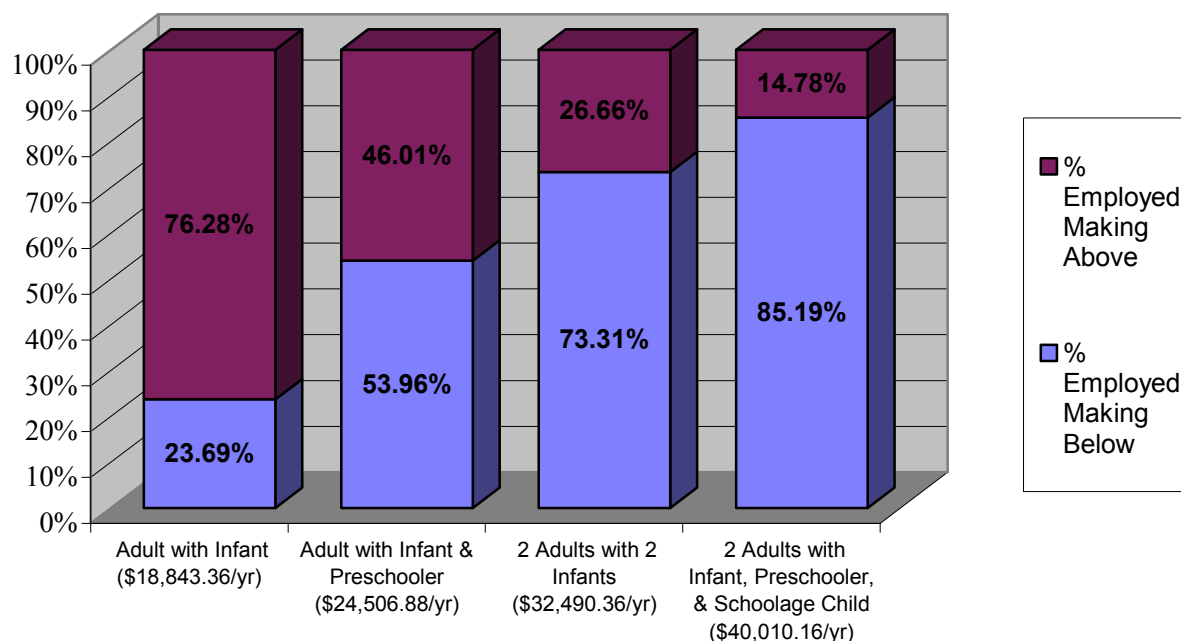
## Necessary Wages for Essential Needs

The Self-Sufficiency Standard for Missouri charts the actual costs of living and working in the region. It measures how much income a family needs to pay for housing, food, childcare, healthcare, transportation and taxes-if they do not receive any help from relatives, friends or the government-based on the ages, as well as number, of children in each household, and the family's geographic location.

Self-Sufficiency Standard for the Ozark Region						
County	Adult Annual	Adult with Infant** Annual	Adult with Infant and Preschooler** Annual	2 Adults** Annual	2 Adults with 2 Infants** Annual	2 Adults with Infant, Preschooler and Schoolage child** Annual
Christian	\$13,097.40	\$22,294.44	\$29,264.04	\$20,993.52	\$38,040.60	\$44,345.88
Dallas	\$11,872.80	\$16,752.84	\$21,111.36	\$19,585.44	\$29,135.76	\$35,813.40
Greene	\$13,016.76	\$21,910.44	\$29,796.96	\$20,725.92	\$37,713.96	\$44,989.08
Polk	\$11,870.28	\$17,343.96	\$22,740.00	\$19,565.28	\$30,454.92	\$38,616.12
Stone	\$11,822.88	\$16,576.08	\$21,217.20	\$19,491.00	\$28,730.40	\$35,151.00
Taney	\$12,291.60	\$18,514.20	\$23,948.16	\$19,988.28	\$32,447.52	\$41,570.28
Webster	\$13,124.28	\$18,510.36	\$23,468.88	\$21,049.44	\$30,910.08	\$39,586.32
<b>WIA Average</b>	<b>\$12,442.56</b>	<b>\$18,843.36</b>	<b>\$24,506.88</b>	<b>\$20,199.96</b>	<b>\$32,490.36</b>	<b>\$40,010.16</b>

Source: MERIC \*\*Original report by Diana Pearce, Ph.D. with Jennifer Brooks.

## % of Workers Earning the Self-Sufficiency Wage in the Ozark Region



# Regional Industry Overview

Department of  
Economic Development

## Top Employing Industries

The largest employing industries in the Ozark WIA include: *retail, state/local government, food services, construction, and administrative support.*

In terms of national competitiveness, the farm and hospital sectors are most competitive while the administrative support services sector is the least competitive.

### OZARK WIA - TOP EMPLOYING INDUSTRIES

INDUSTRY - NAICS	JOBS 2002.00	PCT CHG 2002-2012	AVERAGE WAGE	US COMPETITIVENESS	
				LQ	CHANGE
Retail trade	37,383	12.79	\$17,312	1.20	0.01
State & Local Gov	24,106	21.70	\$33,501	0.77	0.04
Food services, drinking places	18,646	17.13	\$10,449	1.21	(0.01)
Construction	18,189	14.50	\$19,688	1.11	0.07
Administrative, support services	11,482	12.86	\$12,870	0.73	(0.07)
Wholesale trade	11,174	0.73	\$29,922	1.06	(0.03)
Hospitals	10,096	4.34	\$27,524	1.36	(0.08)
Farm	9,991	(8.90)	\$2,189	1.95	(0.03)
Ambulatory health care services	9,978	25.46	\$39,845	1.02	(0.05)
Real estate	9,522	4.83	\$8,788	1.18	0.00

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REMI 6.0, MERIC-MODED.

### Top Employers in Ozark WA by Employees (1,000 + workers)

Company	Description	NAICS
AARON'S AUTOMOTIVE PRODUCTS	ALL OTHER MOTOR VEHICLE PARTS MFG	33639902
ASSEMBLIES OF GOD	ALL OTHER PUBLISHERS	51119908
ASSOCIATED WHOLESALE GROCERS	GENERAL LINE GROCERY MERCHANT WHOLS	42441005
BASS PRO SHOPS	SPORTING GOODS STORES	45111055
BASS PRO SHOPS OUTDOOR WORLD	SPORTING GOODS STORES	45111055
COX HEALTH SYSTEMS	FREESTANDING EMERGENCY MEDICAL CENTERS	62149301
COX MEDICAL CTR SOUTH	GENERAL MEDICAL & SURGICAL HOSPITALS	62211002
GOSPEL PUBG HOUSE	RELIGIOUS ORGANIZATIONS	81311006
KRAFT FOODS	ALL OTHER MISC FOOD MFG	31199906
KRAFT FOODS	ALL OTHER MISC FOOD MFG	31199906
MCI	WIRED TELECOMMUNICATIONS CARRIERS	51711003
MCI	WIRED TELECOMMUNICATIONS CARRIERS	51711003
OXFORD HEALTHCARE	HOME HEALTH CARE SVCS	62161001
SOUTHWEST MISSOURI STATE UNIV	COLLEGES & UNIVERSITIES	61131009
LESTER E COX MEDICAL CTR	GENERAL MEDICAL & SURGICAL HOSPITALS	62211002
ST JOHN'S REGIONAL HEALTH CTR	GENERAL MEDICAL & SURGICAL HOSPITALS	62211002
HERSCHEND FAMILY ENTERTAINMENT	LIMITED-SERVICE RESTAURANTS	72221105
KANAKUK-KANAKOMO KAMPS INC	RECREATIONAL & VACATION CAMPS	72121403
KANAKUK-KANAKOMO KAMPS INC	RECREATIONAL & VACATION CAMPS	72121403

## Fast Growing Industries

The fastest growing industries in the Ozark WIA include: *Internet services/data processing, social assistance, oil/gas extraction, and rental/leasing services.*

Most of the fast growing industries have low employment bases, pay lower wages, and are not nationally competitive. However, the ambulatory health care services sector pays above average wages and is one of the area's more nationally competitive industries.

### OZARK WIA - TOP GROWING INDUSTRIES

INDUSTRY - NAICS	JOBS 2002.00	PCT CHG 2002-2012	AVERAGE WAGE	US COMPETITIVENESS	
				LQ	CHANGE
Internet serv, data proc, other	615	37.31	\$13,948	0.61	0.01
Social assistance	6,597	36.07	\$8,763	1.34	0.02
Oil, gas extraction	303	34.00	\$461	0.54	0.54
Motion picture, sound rec	564	33.69	\$16,891	0.76	0.02
Rental, leasing services	1,528	26.56	\$13,876	1.03	0.01
Nonmetallic mineral prod mfg	699	25.69	\$27,094	0.78	0.15
Ambulatory health care services	9,978	25.46	\$39,845	1.02	(0.05)
Nursing, residential care facilities	6,153	25.33	\$14,830	1.25	(0.06)
Waste mgmnt, remed services	380	24.45	\$25,400	0.63	(0.04)
Amusement, gambling, recreation	2,303	24.18	\$11,162	0.86	(0.00)

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REMI 6.0, MERIC-MODED.

## Top Paying Industries

The highest paying industries in the Ozark WIA include: *federal civilian; beverage/tobacco product, transportation equipment, and chemical manufacturing.* In addition, the utilities, rail transportation, motor vehicle manuf., and petroleum/coal product manufacturing sectors also pay higher wages of \$40,000 and above.

### OZARK WIA - TOP PAYING INDUSTRIES

INDUSTRY - NAICS	JOBS 2002.00	PCT CHG 2002-2012	AVERAGE WAGE	US COMPETITIVENESS	
				LQ	CHANGE
Federal Civilian	2,603	2.97	\$66,528	0.57	(0.01)
Beverage, tobacco prod mfg	630	(6.01)	\$57,451	1.76	0.12
Transp equip mfg. exc. motor veh	1,282	(2.00)	\$48,095	1.10	0.13
Chemical mfg	465	(20.42)	\$45,555	0.29	(0.03)
Utilities	531	2.31	\$44,684	0.49	0.07
Rail transportation	439	(14.38)	\$44,416	1.31	(0.00)
Motor vehicle mfg	2,700	(8.46)	\$44,339	1.38	0.02
Petroleum, coal prod mfg	150	(16.75)	\$43,853	0.72	(0.00)
Paper mfg	987	(7.51)	\$39,890	1.05	0.10
Ambulatory health care services	9,978	25.46	\$39,845	1.02	(0.05)

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REMI 6.0, MERIC-MODED.

## *Top Openings by Occupation*

Occupations with the largest number of annual openings (new jobs + replacements) include:

- Retail sales workers, cashiers, food preparation and serving workers, cashiers, waiters and waitresses, and registered nurses.

Although these occupations have over 100 openings each year, they pay very low wages, less than \$15,000 per year, and require minimal education and experience.

The exception is registered nurses, which have nearly 220 annual openings yet pay above average wages of \$28,000 per year and require at a minimum an Associates Degree.

### OZARK WIA - TOP OPENINGS BY OCCUPATION

OCCUPATION - SOC	PERCENT CHANGE	ANNUAL OPENINGS	ENTRY WAGE	AVERAGE WAGE	REQUIRED EDUCATION AND EXPERIENCE
Retail Salespersons	19.19	482	\$12,233	\$19,735	Short-term on-the-job training
Combined Food Preparation and Serving Workers	31.44	433	\$12,224	\$13,003	Short-term on-the-job training
Cashiers	18.46	400	\$12,206	\$14,734	Short-term on-the-job training
Waiters and Waitresses	16.28	313	\$12,231	\$15,267	Short-term on-the-job training
Registered Nurses	36.56	228	\$28,618	\$38,465	Associate degree
Office Clerks, General	19.03	218	\$14,529	\$18,737	Short-term on-the-job training
Truck Drivers, Heavy and Tractor-Trailer	16.17	173	\$21,166	\$33,587	Moderate-term on-the-job training
First-Line Supervisors/Managers of Retail Sales Workers	13.73	148	\$16,336	\$27,571	Work experience in a related occup
Nursing Aides, Orderlies, and Attendants	32.43	144	\$12,331	\$16,253	Short-term on-the-job training
Laborers and Freight, Stock, and Material Movers, Hand	10.95	144	\$14,951	\$18,397	Short-term on-the-job training

SOURCE: Long-Term Projections, MERIC-MODED and ETA-USDOL

## *How Job Openings Affect the Region*

- Based on this information, the highest demand jobs over the next ten years will require minimal skills or on-the-job training, thus not placing major strains on the local educational system.
- However, the need for about 220 RNs each year over the next decade will require local educational institutions to expand or develop nursing programs to fill this need; or the Ozark WIA will have to recruit nurses from outside the region.

## *Fastest Growing Occupations*

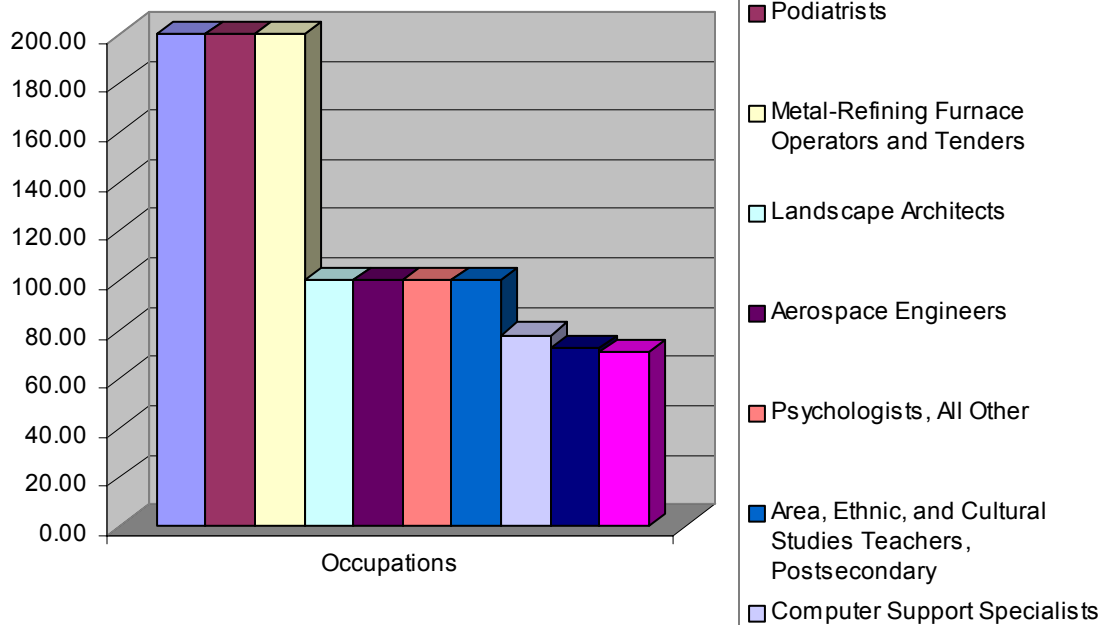
The fastest growing occupations in the Ozark WIA are: arbitrators/mediators, podiatrists, metal-refining furnace operators, and landscape architects. Although metal-refining furnace operators require only a minimum of moderate-term on the job training, most of the fast growing jobs in the regions require at a minimum a bachelor's degree.

### OZARK WIA - TOP GROWING OCCUPATIONS

OCCUPATION - SOC	PERCENT CHANGE	ANNUAL OPENINGS	ENTRY WAGE	AVERAGE WAGE	REQUIRED EDUCATION AND EXPERIENCE
Arbitrators, Mediators, and Conciliators	200.00	ND	ND	ND	Work experience plus bachelor's
Podiatrists	200.00	ND	ND	ND	First professional degree
Metal-Refining Furnace Operators and Tenders	200.00	ND	ND	ND	Moderate-term on-the-job training
Landscape Architects	100.00	ND	ND	ND	Bachelor's degree
Aerospace Engineers	100.00	ND	ND	ND	Bachelor's degree
Psychologists, All Other	100.00	ND	ND	ND	Master's degree
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	100.00	ND	ND	ND	Doctoral degree
Computer Support Specialists	77.75	2	\$19,879	\$32,035	Associate degree
Database Administrators	72.41	0	\$34,838	\$50,841	Bachelor's degree
Physician Assistants	70.73	3	\$58,463	\$67,537	Bachelor's degree

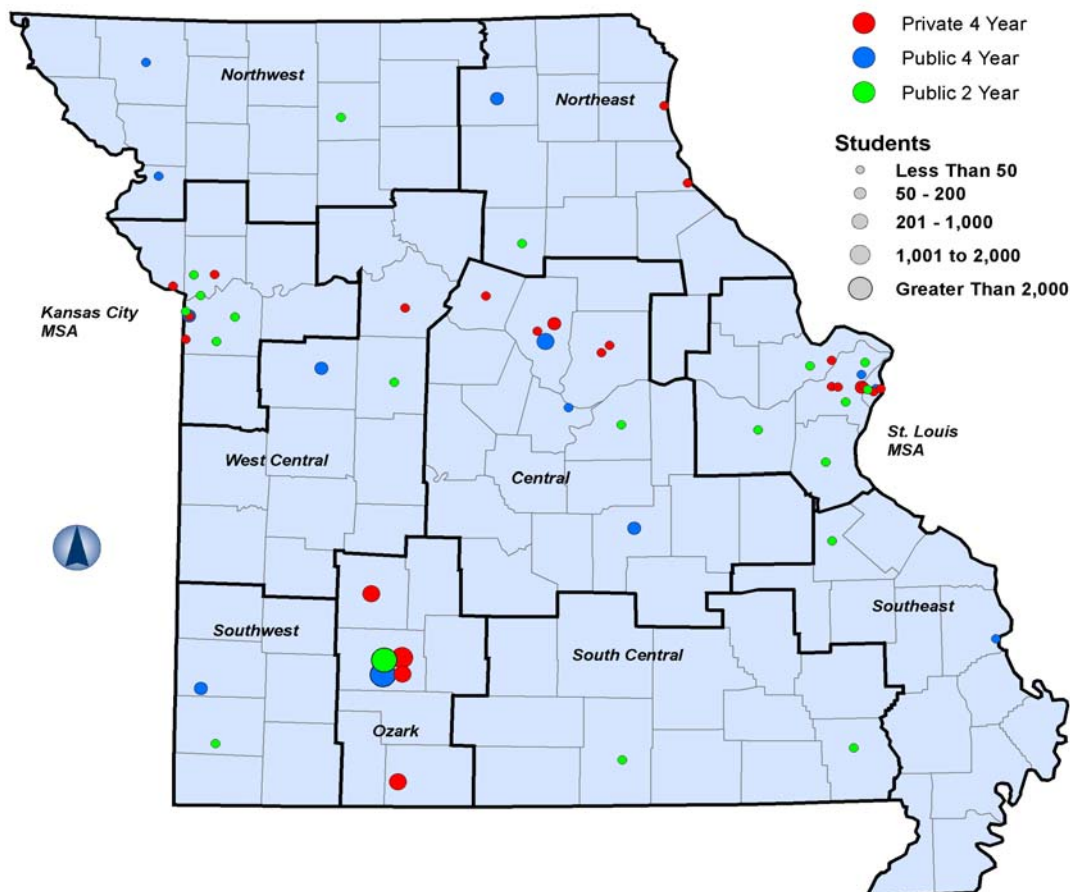
SOURCE: Long-Term Projections, MERIC-MODED and ETA-USDOL

Percent Change of Top Growing Occupations



The number of students from the Ozark region that go on to attend college describes whether or not local high school graduates go inside or outside the region to meet their post-secondary educational needs.

## *Where High School Students from the Region go to College*



## **Post-Secondary Institutions with 20 or More Undergraduates from the Ozark Region (1999-2003)**

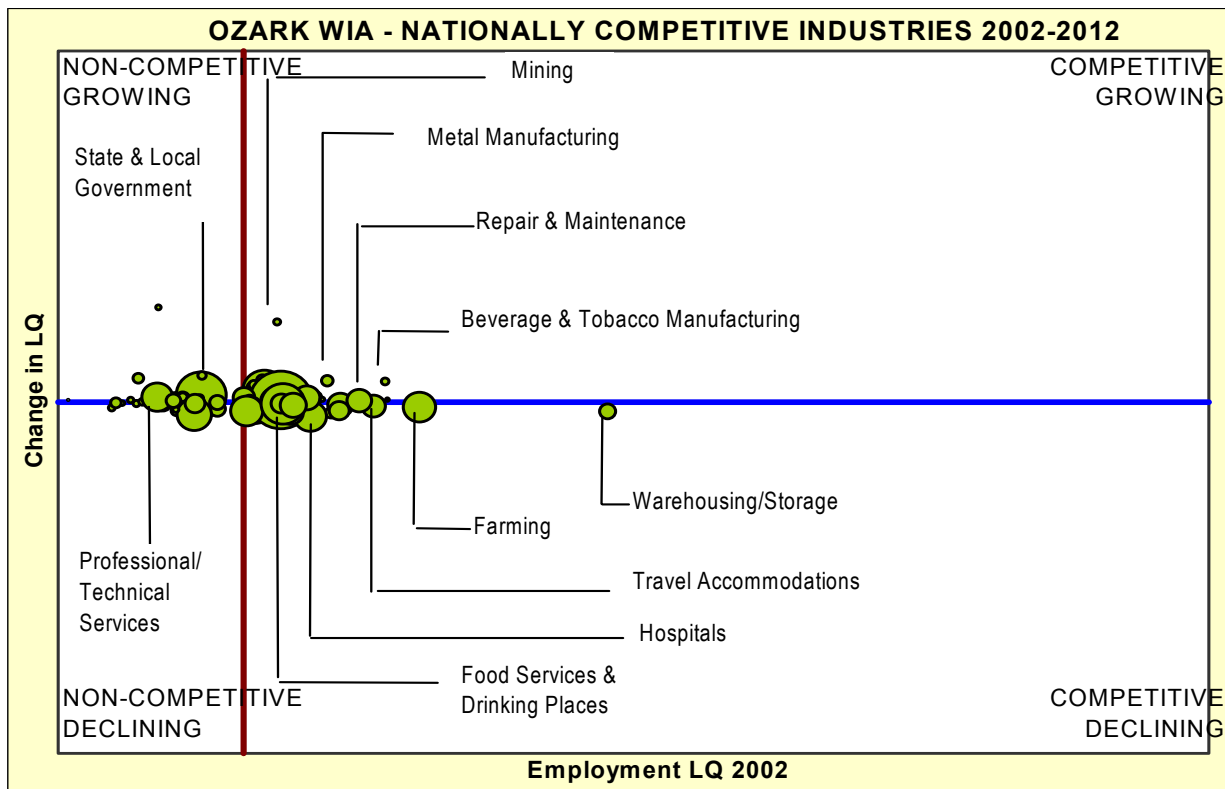
20-50 students	50-100 students	100-250 students	250-600 students	600-2000 students	4000-6100 students
William Jewell	Truman State	Missouri Southern	UM-Columbia	Drury	OTC
Three Rivers	Fontbonne	UMR	Evangel	SW Baptist	SMSU
MVC	UMKC	Central MSU	Coll. of the Ozarks		
Crowder College		Columbia College			
Wash. U					
Northwest MSU					
Central Meth. Univ.					

Source: Statistical Summary of Higher Education



## *Industries Competing On a National Level*

The Ozark WIA has 34 nationally competitive industries, of which 16 are growing and 18 are declining. Competitiveness means that the Ozark WIA has a competitive advantage in these industries relative to the rest of the United States, indicating that the WIA is highly specialized in these sectors in terms of value-added.



The top competitive and growing industries include:

- ***Beverage and tobacco manufacturing, repair and maintenance, metal manufacturing, mining, motor vehicle manufacturing, social assistance, retail trade, real estate, and construction***

It is expected that these industries will continue to be the competitive drivers of the Ozark WIA economy.

The top competitive but declining industries include:

- Warehousing/storage, farm, accommodation, and hospitals

These industries are in danger of losing their competitive advantage, to the detriment of the Ozark WIA.



# Regional Target Industries

Department of  
Economic Development

## *How are Life Science Industries defined?*

Life Science Industries are those industries that use life-saving and life-enhancing technologies to improve the quality of life for people. These companies employed 5.57% (145,698) of the state's total workforce in 2003. The concentration of Life Science Industries in the Ozark region during the same time period was 11.06% of the state's total Life Science Employment.

Employment in Life Sciences (2003)			
County	# of Employees	# of Establishments	Annual Wage Per Job
Christian	191	25	\$21,016.63
Dallas	N/D	N/D	N/D
Greene	14748	109	\$34,496.85
Polk	78	6	\$15,886.00
Stone	21	4	\$22,440.49
Taney	1010	13	\$37,366.40
Webster	49	8	\$17,500.06
Ozark WIA	16115	168	\$34,341.27

\* N/D: Unable to disclose data due to Bureau of Labor Statistics confidentiality restrictions.

Source: MERIC, Bureau of Labor Statistics

## *What are Advanced Manufacturing Industries?*

High-Technology Industries that fall within the manufacturing sector are considered Advanced Manufacturing. During 2003, Advanced Manufacturing industries employed 4.13% (108,089) of the state's total workforce. The concentration of Advanced Manufacturing Industries in the Ozark region during the same time period was 6.37% of the state's total Advanced Manufacturing Employment.

Employment in Advanced Manufacturing (2003)			
County	# of Employees	# of Establishments	Annual Wage Per Job
Christian	768	21	\$28,653.75
Dallas	33	5	\$18,970.64
Greene	5496	96	\$36,459.82
Polk	18	5	\$21,262.15
Stone	26	5	\$31,772.03
Taney	192	10	\$23,972.24
Webster	349	12	\$27,773.09
Ozark WIA	6882	154	\$34,657.68

\* N/D: Unable to disclose data due to Bureau of Labor Statistics confidentiality restrictions.

Source: MERIC, Bureau of Labor Statistics

## Regional Critical & In-Danger Occupations

### *Competitive and Growing Occupations*

The occupations in a region that are competitive on a national scale and are in industries that show strong growth in terms of new job openings are important in terms of the fact that such industries are and will continue to be the competitive drivers of the Ozark WIA economy. The staffing patterns within each of these critical industries can show which occupations are critical in terms of continuing the region's high specialization in these sectors.

Ozark Critical Occupations (Competitive-Growing)			
SIC	Industry	SOC	Occupations
31	Leather, allied prod mfg	51-6042	Shoe Machine Operators & Tenders
208	Beverage, tobacco prod mfg	51-9111	Packaging & Filling Machine Operators & Tenders
76,75	Repair, maintenance	49-3023	Automotive Service Technicians & Mechanics
84	Museums et al.	39-6021	Tour Guides & Escorts
52-59	Retail trade	41-2031	Retail Salespersons
52-59	Retail trade	41-2011	Cashiers
10,11,12	Mining (except oil, gas)	47-5041	Continuous Mining Machine Operators
15-17	Construction	47-2031	Carpenters
15-17	Construction	47-2061	Construction Laborers
26	Paper mfg	51-9199	Production Workers, All Other

Source: MERIC, U.S. Bureau of Labor Statistics

### *Non-Competitive and Declining Occupations*

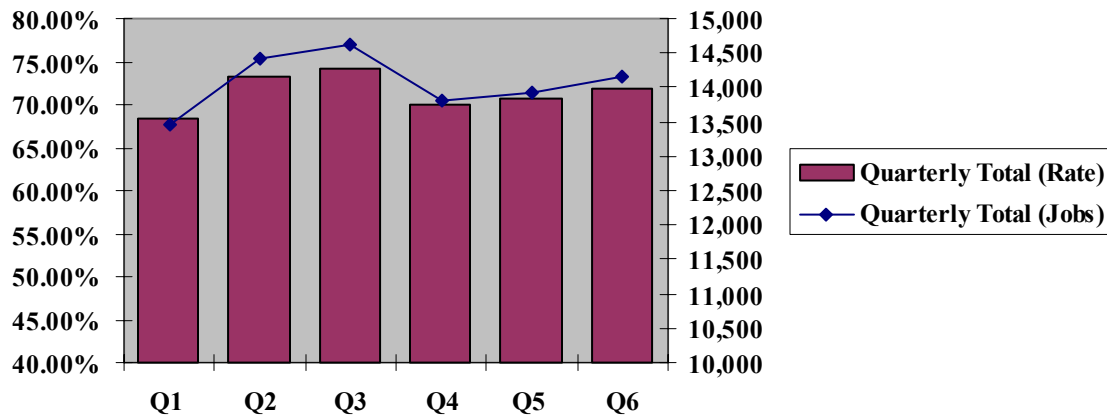
Likewise the occupations in a regions that are not competitive on a national scale or within industries that show declining growth in terms of new job openings are important for both currently employed workers in those occupations and for job seekers deciding which career paths to move toward.

Ozark In-Danger Occupations (Non-Competitive Declining)			
SIC	Industry	SOC	Occupations
82	Educational services	25-2021	Elementary School Teachers, Except Special Education
29	Petroleum, coal prod mfg	51-2092	Team Assemblers
41	Transit, ground pass transp	53-3022	Bus Drivers, School
23	Apparel mfg	51-6031	Sewing Machine Operators
271,272, 737	Publishing, exc Internet	43-9031	Desktop Publishers
45	Air transportation	53-3033	Truck Drivers, Light or Delivery Services
621,679,628	Sec, comm contracts, inv	41-3031	Securities, Commodities, & Financial Services Sales Agents
621,679,628	Sec, comm contracts, inv	43-9061	Office Clerks, General
227.229.239	Textile prod mills	53-7062	Laborers and Freight, Stock, & Material Movers, Hand
227.229.239	Textile prod mills	41-4012	Sales Rep., Wholesale and Manuf., Exc. Tech. & Scientific Prod.

## *Percentage of Laid-off Workers That Find Jobs*

The number of workers that find jobs after being laid off is measured up to six quarters after the initial layoff occurs.

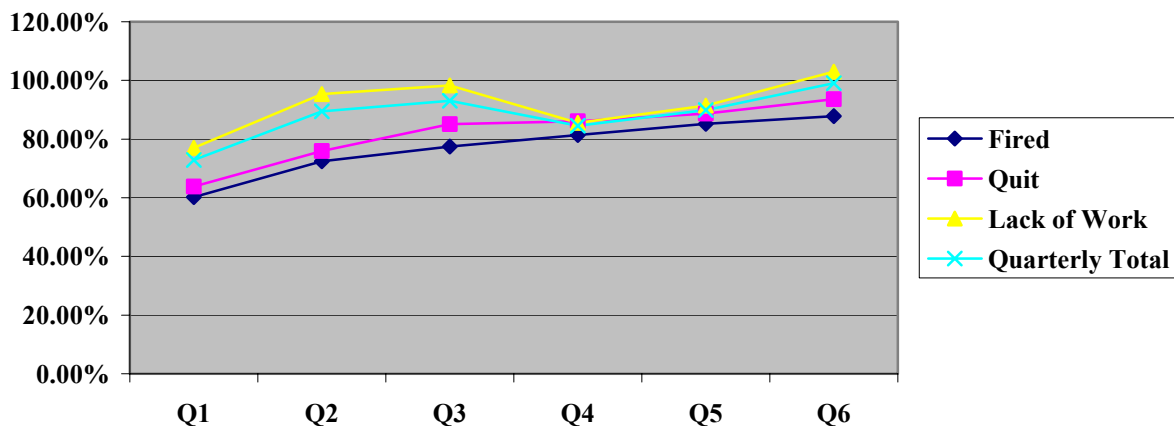
**Ozark Region: Re-employment of Laid-off Workers (2002)**



## *Worker Salaries Before and After Layoffs Occur*

Ozark workers laid off due to lack of work seem to fluctuate but also increasingly gain close to their pre-layoff wage over a time period of six quarters. Ozark workers laid off due to quitting or being fired however seem increasingly able to earn at least 90% of their pre-layoff earnings.

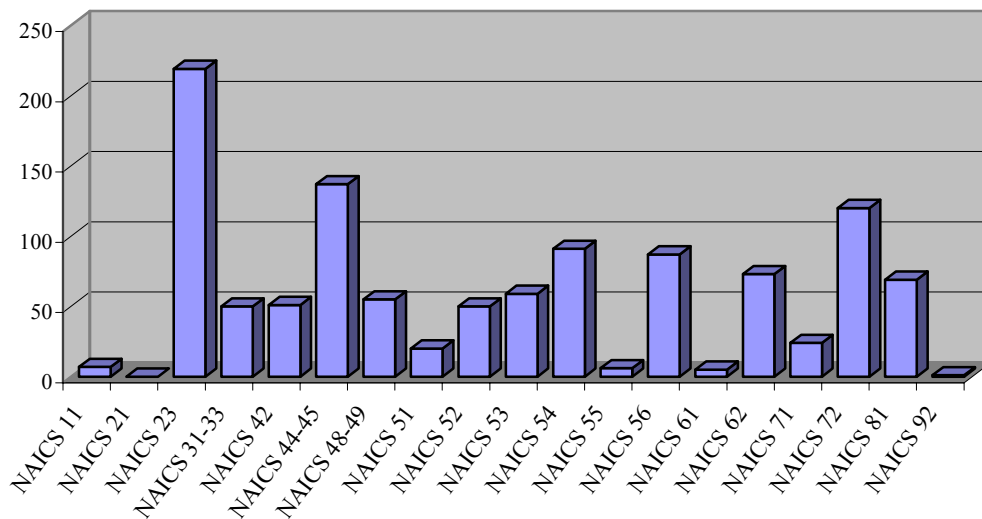
**Post-Layoff Wage as a Percentage of Pre-Layoff Wage (2002)**



## *The Impact of New Businesses Formations for a Region*

The number of new businesses that formed in the Ozark region in 2003 was headed by businesses in the construction, retail trade, and accommodation/food services sectors. Construction businesses saw the largest increase with over 219 new businesses forming in the region in 2003.

**New Business Formation in Ozark Region by Industry (2003)**



NAICS 11	Agr., Forest., Fishing & Hunting Support Activ
NAICS 21	Mining, Except Oil and Gas
NAICS 22	Utilities
NAICS 23	Construction
NAICS 31-33	Manufacturing
NAICS 42	Wholesale Trade
NAICS 44-45	Retail Trade
NAICS 48-49	Transportation & Warehousing
NAICS 51	Information
NAICS 52	Finance & Insurance
NAICS 53	Real Estate, Rental, & Leasing
NAICS 54	Professional, Scientific, & Technical Services
NAICS 55	Management of Companies & Enterprises
NAICS 56	Administrative, Support, & Waste Services
NAICS 61	Educational Services
NAICS 62	Health Care & Social Assistance
NAICS 71	Arts, Entertainment, & Recreation
NAICS 72	Accommodation & Food Services
NAICS 81	Other Services
NAICS 92	Public Administration

Source: MERIC, U.S. Bureau of Labor Statistics

### *Businesses With Slower Formation Growth*

New business formation in the agriculture, mining, and public administration sectors was considerably low in the Ozark region in 2003.

# Regional Commuting Patterns

Department of  
Economic Development

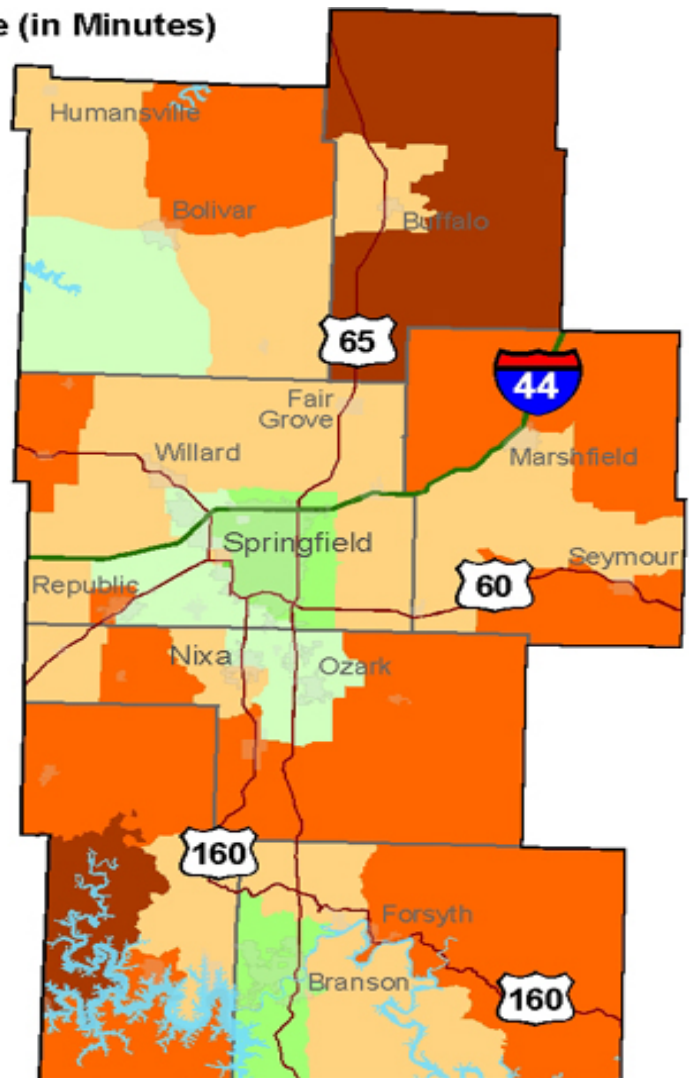
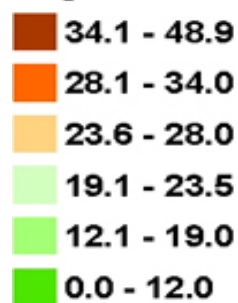
## *Driving to Work in the Region*

The time that it takes a worker to commute to their occupation reflects the availability of jobs located within a region.

This mapping data is based on block-group level estimates from the census long form, which an average of 1 out of 6 households received. The maps should be used to reveal demographic patterns, not pinpoint exact block group values.

Source: MERIC, U.S. Census Bureau

### Avg Commute (in Minutes)



## *The Time That it Takes Workers To Commute Within the Region*

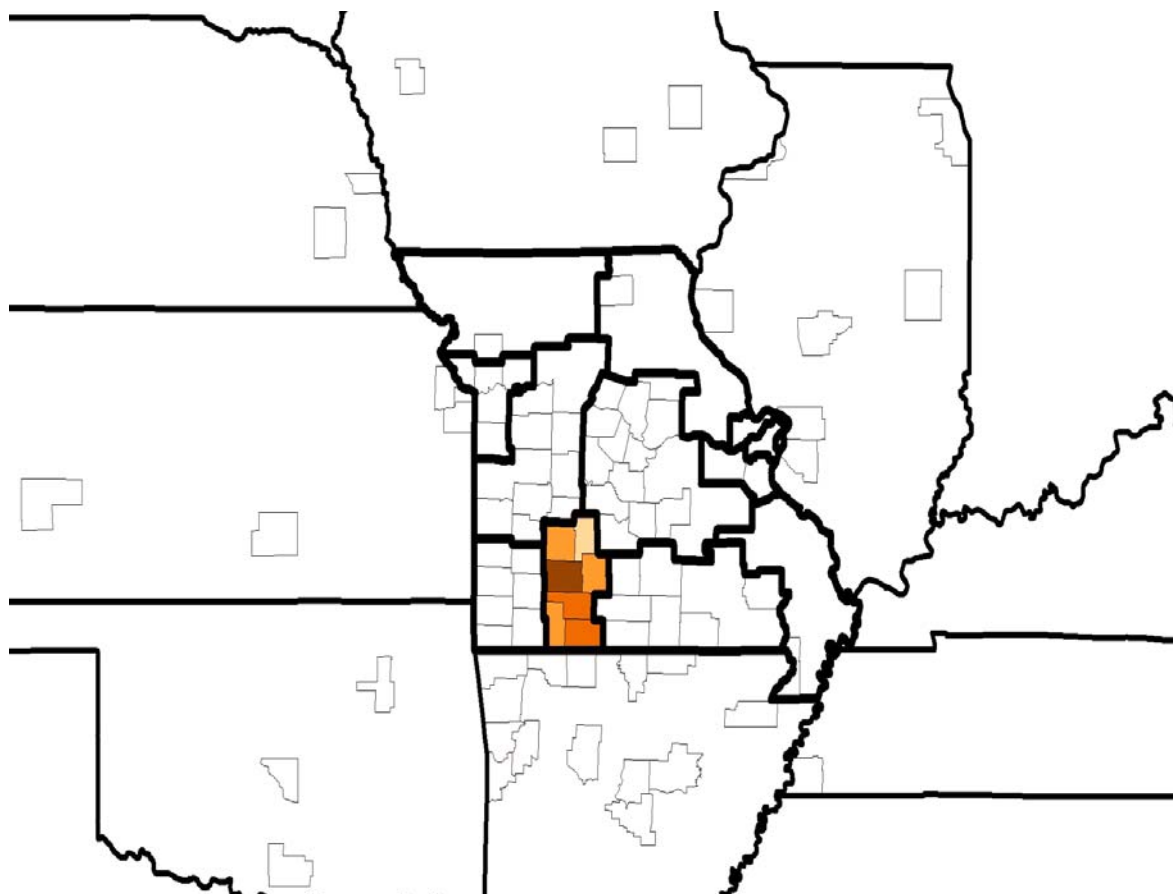
- A significant number of workers in Dallas and Stone counties have an average 34 to 48 minute commute to work.
- Based on the commuting patterns of workers in those counties, workers are most likely driving outside their respective counties for work.

Source: MERIC, using U.S. Census Data

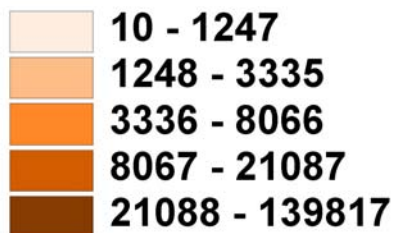
## *Workers Commuting In and Out of the Region*

- There are not a significantly large number of workers that commute outside of the Ozark WIA to work.
- The map suggests that most Ozark residents are able to find employment either within or close to their county of residence.

Source: MERIC, using U.S. Census Data



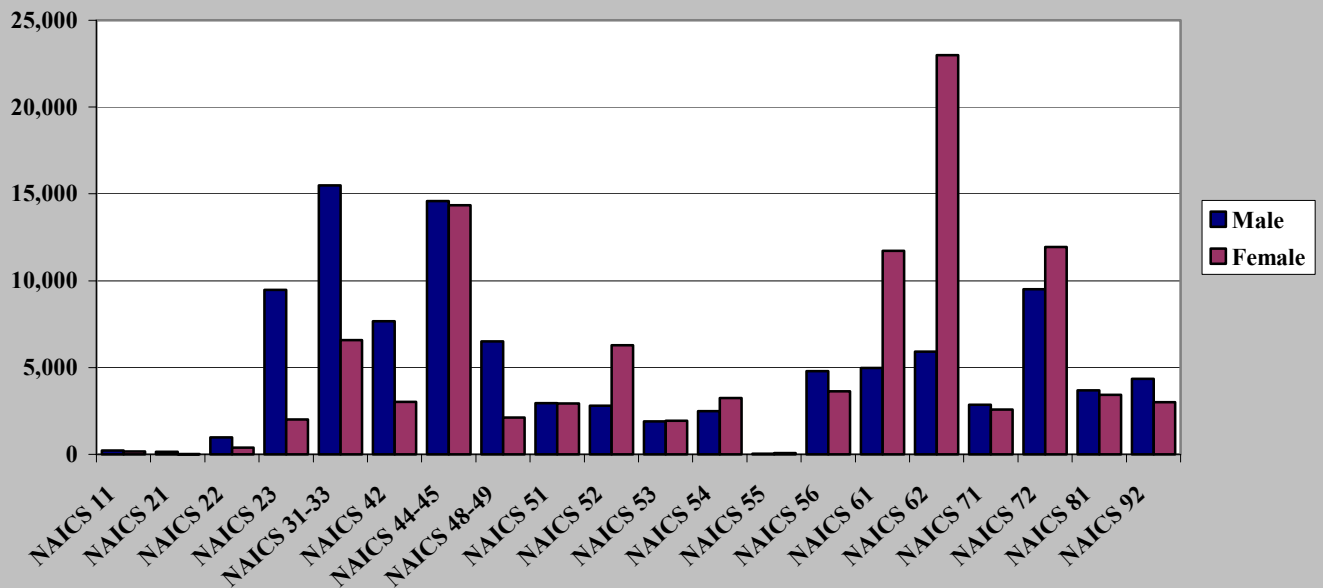
### Ozark WIA



## Composition of the Workforce

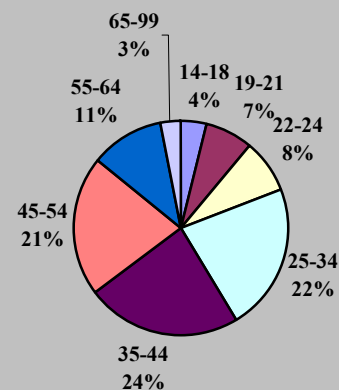
The Ozark region's workforce can be broken down in terms of age and gender composition by industry. The Ozark region's construction, manufacturing, and wholesale trade sectors are predominantly staffed by male workers. The healthcare, educational services, and finance/insurance services sectors have mostly female workers.

Makeup of the Ozark Region Workforce by Gender and Major Industry



NAICS 11 Agriculture, Forestry, Fishing and Hunting  
 NAICS 21 Mining  
 NAICS 22 Utilities  
 NAICS 23 Construction  
 NAICS 31-33 Manufacturing  
 NAICS 42 Wholesale Trade  
 NAICS 44-45 Retail Trade  
 NAICS 48-49 Transportation and Warehousing  
 NAICS 51 Information  
 NAICS 52 Finance and Insurance  
 NAICS 53 Real Estate and Rental and Leasing  
 NAICS 54 Professional, Scientific, and Technical Services  
 NAICS 55 Management of Companies and Enterprises  
 NAICS 56 Administrative and Support and Waste  
 NAICS 61 Educational Services  
 NAICS 62 Health Care and Social Assistance  
 NAICS 71 Arts, Entertainment, and Recreation  
 NAICS 72 Accommodation and Food Services  
 NAICS 81 Other Services (except Public Administration)  
 NAICS 92 Public Administration

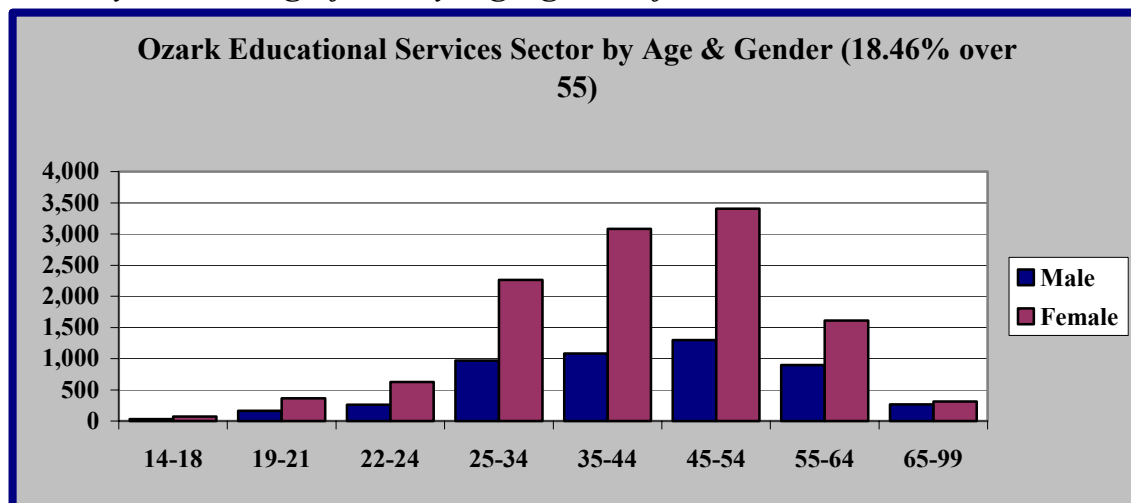
Ozark Workforce Investment Area by  
Age Group



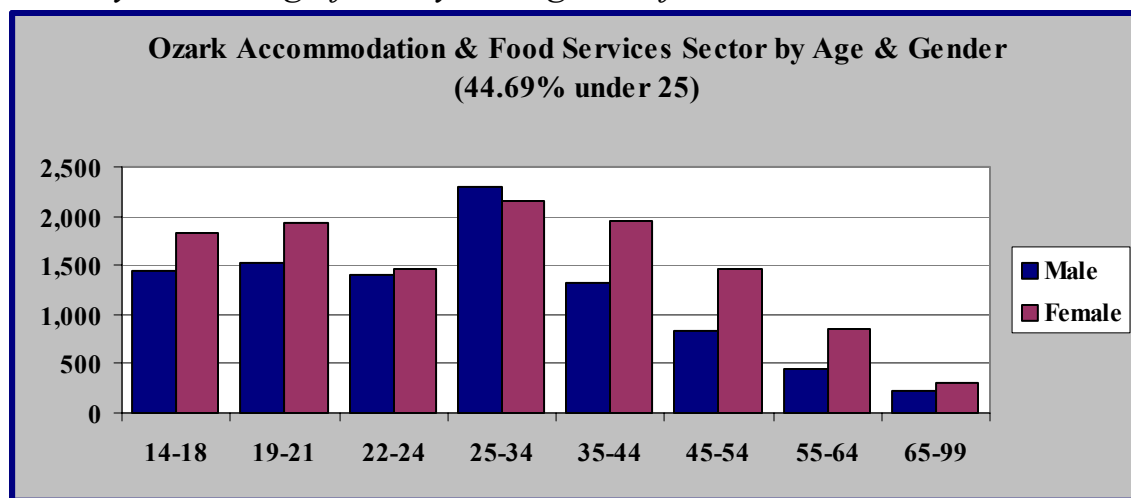


Age composition by industry can determine whether or not local colleges and technical schools are providing enough training for young workers who will be filling in the gaps left by those retiring.

## *Industry with a Significantly Aging Workforce*



## *Industry with a Significantly Young Workforce*



Source: LED, U.S. Census Bureau

## *What do These Results Mean?*

The Educational Services sector has over 18% of its workforce over the age of 55. This means that in ten years this sector may potentially have problems finding enough qualified workers when their older workers retire. Meanwhile, many young workers find their first job opportunities in the accommodation and food services sector.



## *Acknowledgements*

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Reporting by Mary E. Bruton, Planner.  
December 15, 2004

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Additional economic information resources can be accessed on the Internet at  
[www.missourieconomy.org](http://www.missourieconomy.org).



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